

Commonwealth of Pennsylvania State Civil Service Commission										
P.O. Box 569, Harrisburg, PA 17108-0569										
APPLICATION FOR EMPLOYMENT/PROMOTION										
Carefully remove pages 1 through 4 from the centerfold. Complete all questions.										
DO YOU HAVE THE TEST ANNOUNCEMENT FOR THE JOB TITLE(S) FOR WHICH YOU ARE APPLYING? (Please read it before completing your application.) <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No    If "NO", consult Page iii of the attached instructions entitled, WHERE TO SUBMIT YOUR APPLICATION, for the appropriate telephone number or address needed to request a copy. Copies are also available at the local office of the Pennsylvania Job Service.										
JOB TITLES APPLIED FOR?  										
Test Announcement Number: Examination Number:										
(You must submit a separate application for each announcement.) Job Title _____ Job Code _____										
IF THERE IS A WRITTEN TEST, WHERE DO YOU WANT TO BE TESTED? (Check only one location. See Test Information in the Instructions.) Saturday Locations: Monday through Friday Locations: <table border="0" style="width: 100%;"><tr><td>A Allentown</td><td>E Scranton</td><td>G Wilkes-Barre</td></tr><tr><td>D Reading</td><td>F Williamsport</td><td>H Out-of-State</td></tr><tr><td>I Altoona</td><td>J Philadelphia</td><td>K Other Location _____</td></tr></table>		A Allentown	E Scranton	G Wilkes-Barre	D Reading	F Williamsport	H Out-of-State	I Altoona	J Philadelphia	K Other Location _____
A Allentown	E Scranton	G Wilkes-Barre								
D Reading	F Williamsport	H Out-of-State								
I Altoona	J Philadelphia	K Other Location _____								
ENTER YOUR NAME, ADDRESS, AND TELEPHONE NUMBERS IN THE BOXES. (The first five digits of your Zip Code must be entered. The last four digits should be entered if known.) Last Name → DOWS Initials of first and middle names → DA No. & Street → R.R.#3 Home Telephone → 7863369 Your current business telephone → 3923792 City → EDINBORO State ← PA Zip Code ← 16412-9803										
DO YOU CLAIM VETERAN'S PREFERENCE? (If "Yes," proof of eligibility, DD Form 214 or other document, must be furnished for initial claim. Send copy, as document CANNOT be returned.) <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No										
ARE YOU A CURRENT DRIVER'S LICENSE WHICH IS NOT UNDER SUSPENSION? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No    If "Yes," enter number.										
LIST LICENSE OR CERTIFICATE WHICH DIRECTLY RELATE TO THE QUALIFICATIONS OF THE JOB TITLE(S) FOR WHICH YOU ARE APPLYING. (Give numbers and expiration dates. Job examples: engineer, beautician, nurse, legislator.) ACT 33+34 CLEARANCE										
YOU MUST GIVE COMPLETE AND TRUTHFUL ANSWERS TO QUESTIONS 10, 11, AND 12. IF you answer "Yes" to any question, you MUST list ALL offenses, and for each conviction provide date of conviction and disposition, regardless of the date or location of occurrence. Conviction of a criminal offense is not a bar to employment in all cases. Each case is considered on its merits. Your answer will be verified with appropriate police records. CRIMINAL OFFENSE includes felonies, misdemeanors, summary offenses and convictions resulting from a plea of nolo contendere (no contest). CONVICTION is an adjudication of guilt and includes determinations before a court, a district justice or a magistrate which results in a fine, sentence or probation. You may OMIT minor traffic violations, offenses committed before your 18th birthday which were expunged by a juvenile court or under a Youth Offender Law, and any convictions which have been expunged by a court or for which you SUCCESSFULLY COMPLETED an Accelerated Rehabilitative Disposition program. FAILURE TO TELL THE TRUTH OR PROVIDE ALL INFORMATION MAY BE GROUNDS FOR NOT HIRING YOU, FOR FIRING YOU AFTER YOU BEGIN WORK, OR FOR CRIMINAL PROSECUTION FOR FALSIFICATION UNDER THE CIVIL SERVICE ACT.										
PLEASE READ CAREFULLY										
EXPLANATION: If you need a separate sheet of paper to explain details, make sure you sign it and include your social security number. 10. Were you ever convicted of a criminal offense? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No 11. Are you now under charges for a criminal offense? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No 12. Have you ever FORFEITED BOND or COLLATERAL in connection with a CRIMINAL OFFENSE? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No										
NOTE: This oath shall be administered by any person duly authorized by law to administer oaths. Executives of this oath is a requirement for Civil Service employment. Notice is hereby given that this oath is subject to the penalties of perjury, a felony; to wit, a fine not exceeding three thousand dollars (\$3,000), imprisonment for separate or solitary confinement at labor not exceeding seven (7) years, or both, an disqualification forever from being a witness in any matter in controversy. I do solemnly swear (or affirm) that this application and my attachments contain no misrepresentations or falsification, omission or concealment of material fact, and that the information given by me is true and complete to the best of my knowledge and belief. And I do further swear (or affirm) that I will support, obey and defend the Constitution of the United States and the Constitution of this Commonwealth, and that I will discharge the duties of State Employee with fidelity.										
Signature of applicant: _____ day of _____ A.D. 19 ____ Taken, sworn and subscribed before me, this Notary SEAL										

THE COMMONWEALTH IS AN EQUAL OPPORTUNITY EMPLOYER

TYPE OR PRINT

3. TRAINING	Name and Address	Dates attended		No. of credits completed			Did you graduate?	Type Degree Recd.	Major course of study
		From	To	Semester hrs.	Clock hrs.	Other (specify)			
High School	LEDANON HIGH SCHOOL LEDANON, PA	9/60	6/63				Y		ACADEMIC
Technical, business or other Schools									
College, university or professional School	PENN STATE U. UNIVERSITY PARK, PA	9/69	6/71	160+			Y	BA	CHEM LAW ENF
	YOUNGSTOWN STATE, YOUNGSTOWN, OH	9/75	5/78	45			Y	MS	CRIM JUSTICE
Credits obtained elsewhere such as CLEP	EDINBORO U OF PA, EDINBORO PA	9/79	5/81	18					ACCT

Educational credits may be verified if offered a job. An Official Transcript (the only acceptable proof of claimed education) may be requested at that time.

## 1. EXPERIENCE

List your experience record. Include paid employment, volunteer or unpaid work, and military service which in your opinion helps to qualify you for the job you want. If your title and duties changed

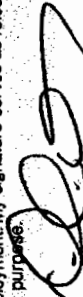
in the course of your work with one employer, describe the changed duties in a new block. Attach additional sheets, if needed. List the question number and your social security number on each attached sheet.

1A. Present or most recent	Name of Employer	Address	OFFICIAL USE ONLY Evaluation   Verification
From: Mo. 1 Yr. 2002 PRESENT	FAMILY SERVICES OF NW PA	PINE ST, MOADVILLE, PA	
To: Mo. Yr.	SOCIAL SERVICES THERAPEUTIC SUPPORT STAFF	GLORIA KNIGHT, LSW	
total time spent s. Mos. 6	DUTIES: Supply all details that you feel are needed to correctly describe your work. State size and kind of work force, if any, supervised by you and extent of such supervision. Add extra sheets, if needed.		
total hrs. worked monthly Weekly 35	I AM A SOCIAL WORKER WHO WORKS ON A ONE-ON-ONE BASIS WITH TROUBLED YOUTH AS A THERAPEUTIC SUPPORT STAFF PERSON.		
early Salary 11.00/HR			
starting present 13.00/HR			

B.	Name of Employer	Address	OFFICIAL USE ONLY Evaluation   Verification
From: Mo. 3 Yr. 2001 PRESENT	BLAIR CORPORATION	3636 26TH ST, ELITE, PA	
To: Mo. Yr.	MAIL ORDER CUSTOMER SERVICE OPERATOR	BRENDA CRANSTON	
total time spent s. 1 Mos. 4	DUTIES: Supply all details that you feel are needed to correctly describe your work. State size and kind of work force, if any, supervised by you and extent of such supervision. Add extra sheets, if needed.		
total hrs. worked monthly Weekly 8	I TAKE ORDERS AND PROVIDE CUSTOMER SERVICE FOR CALLERS WHO ORDER RETAIL FROM BLAIR CORPORATION		
early Salary 7.35/HR			
starting present			

C.	Name of Employer	Address	OFFICIAL USE ONLY Evaluation   Verification
From: Mo. 2 Yr. 1972	PA BOR OF NARC INVEES	1957 E 36TH ST, ELITE, PA	
To: Mo. 6 Yr. 2000	DRUG LAW ENFORCEMENT NARCOTIC AGENT	JOE MARSHALL	
total time spent s. 28 Mos. 5	DUTIES: Supply all details that you feel are needed to correctly describe your work. State size and kind of work force, if any, supervised by you and extent of such supervision. Add extra sheets, if needed.		
total hrs. worked monthly Weekly 40	SWORN LAW ENFORCEMENT OFFICER DOING OVERT AND COVERT DRUG LAW ENFORCEMENT. I WAS TRAINED TO USE PSYCHOLOGY IN INTERVIEWS AND INTERROGATION. I PREPARED REPORTS AND EVIDENCE USED IN COURT CASES.		
early Salary 7500.00/YR			
starting present 61,000/YR			



SCSC-1A Rev. 10/95		EMPLOYMENT QUESTIONNAIRE															
<p><b>INSTRUCTIONS</b> This information will be used in sending the names of successful applicants to hiring agencies. PLEASE COMPLETE ALL QUESTIONS. If you do not, you may hurt your chances for employment.</p>																	
<p><b>A. WHAT KIND(S) OF EMPLOYMENT WILL YOU ACCEPT?</b></p> <p>1. <input checked="" type="checkbox"/> Career appointment (Standard workweek, year-round)</p> <p>2. <input type="checkbox"/> Temporary up to 12 months (Standard workweek)</p> <p>3. <input type="checkbox"/> Part-time (Less than standard workweek, usually year-round)</p> <p>4. <input type="checkbox"/> Seasonal (Standard workweek, less than year-round)</p> <p>5. <input type="checkbox"/> Limited term (Usually a standard workweek for a specified period)</p>																	
<p><b>B. WHEN CAN YOU START WORK? (If within 2 weeks, leave blank.)</b></p> <p style="text-align: center;">Month <input type="text"/> <input type="text"/> Day <input type="text"/> <input type="text"/> Year <input type="text"/> <input type="text"/></p>																	
<p><b>C. COUNTY WHERE YOU LIVE? (Codes are on the back. If you do not live in Pennsylvania, enter "99".)</b></p> <p style="text-align: center;">25</p>																	
<p><b>D. LOCATIONS WHERE YOU WILL ACCEPT EMPLOYMENT? (Use the codes on the back. Be sure to include the county code where you live, unless you don't want to work there. Refer to the announcement or contact the hiring agency for job locations. Choose locations where the jobs exist. If you don't accept a job offer, your name may be removed from the list.)</b></p> <table style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 5%;">1</td> <td style="width: 10%;">25</td> <td style="width: 10%;">2</td> <td style="width: 10%;">20</td> <td style="width: 10%;">3</td> <td style="width: 10%;">4</td> <td style="width: 10%;">5</td> </tr> <tr> <td>6</td> <td></td> <td>7</td> <td></td> <td>8</td> <td>9</td> <td>10</td> </tr> </table>				1	25	2	20	3	4	5	6		7		8	9	10
1	25	2	20	3	4	5											
6		7		8	9	10											
<p><b>E. CAN YOU COMMUNICATE FLUENTLY IN A FOREIGN LANGUAGE? (For some jobs it is important to be able to speak with persons of different cultures and backgrounds. If you answer "Yes" to this question, you may be required to submit additional proof or take an oral interview.)</b></p> <p>What language(s)?</p> <p><input type="checkbox"/> Yes <input checked="" type="checkbox"/> No</p>																	
<p><b>F. VERIFICATION OF EDUCATION AND EMPLOYMENT INFORMATION. (This application may result in your appointment or promotion to a civil service position. Consequently, the Commission may need to verify the education and employment information you claim to possess. Do we have your written permission for that verification? If so, sign and date below. If not, leave blank.)</b></p> <p>If you do not grant permission to verify your education and experience and you subsequently are appointed or promoted, you may then be required to provide proof that you possess the education that you claim. We also may require verification of qualifying work experience from former employers.)</p> <p>You have my permission to verify my education and employment. My signature serves as release form for that purpose.</p> <p style="text-align: right;">           (Signature in Ink)          7-22-02       </p> <p>If your school / employment records are listed under another name or names, list them below.</p>																	

SCSC-1B Rev. 10/95		RESEARCH QUESTIONNAIRE	
<p><b>ENTER YOUR SOCIAL SECURITY NUMBER IN THE BOXES</b></p> <p style="text-align: center;">1 8 0 - 3 6 - 6 4 9 5</p>			
<p><b>• INSTRUCTIONS</b> The Commission wants to make sure that the recruitment and hiring of civil service employees is fair. To do this, we need your answers to the questions below. You are not required to complete this form. Your answers will be used for research; to help insure equal employment opportunity; to determine the effectiveness of recruitment; and other purposes. Your cooperation is important.</p>			
<p><b>A. HOW DO YOU DESCRIBE YOURSELF?</b></p> <p>1. <input type="checkbox"/> BLACK (not of Hispanic Origin): Persons having origins in any of the Black racial groups of Africa.</p> <p>2. <input type="checkbox"/> HISPANIC: Persons of Mexican, Puerto Rican, Cuban, Central or South American or other Spanish Culture or origin, regardless of race.</p> <p>3. <input checked="" type="checkbox"/> WHITE (not of Hispanic Origin): Persons having origins in any of the original peoples of Europe, North Africa, or the Middle East.</p> <p>4. <input type="checkbox"/> AMERICAN INDIAN OR ALASKAN NATIVE: Persons having origins in any of the original peoples of North America, and who maintain cultural identification through tribal affiliation or community recognition.</p> <p>5. <input type="checkbox"/> ASIAN OR PACIFIC ISLANDER: Persons having origins in any of the original peoples of the Far East, Southeast Asia, the Indian Subcontinent, or the Pacific Islands. This area includes, for example, China, Japan, Korea, the Philippine Islands, and Samoa.</p>			
<p><b>B. DATE OF BIRTH?</b></p> <p>Month <input type="text"/> <input type="text"/> Day <input type="text"/> <input type="text"/> Year <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/></p>		<p><b>C. WHAT IS YOUR SEX?</b></p> <p><input type="checkbox"/> Female <input checked="" type="checkbox"/> Male</p>	
<p><b>D. WHAT IS THE HIGHEST SCHOOL GRADE YOU HAVE COMPLETED?</b></p> <p>High School → <input type="checkbox"/> 7 or less <input type="checkbox"/> 8 <input type="checkbox"/> 9 <input type="checkbox"/> 10 <input type="checkbox"/> 11 <input type="checkbox"/> 12 <input type="checkbox"/> GI</p> <p>College → <input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input checked="" type="checkbox"/> 5 or more</p>			
<p><b>E. HOW DID YOU FIRST LEARN ABOUT THIS TEST? (Check the box which applies.)</b></p> <p>1. <input type="checkbox"/> Visiting or phoning a civil service office (Harrisburg, Philadelphia or Pittsburgh)?</p> <p>2. <input checked="" type="checkbox"/> Local Office of the Penna. Job Service?</p> <p>3. <input type="checkbox"/> Other? (specify) _____</p>			

1                   IN THE UNITED STATES DISTRICT COURT

2                   FOR THE WESTERN DISTRICT OF PENNSYLVANIA

3 - - -

4 DAVID A. DOWS, )  
 )  
5 Plaintiff, )  
 ) Civil Action  
6 vs. ) No. 2004-3412  
 ) ERIE  
7 KATHERINE E. HOLTZINGER CONNER, )  
 )  
8 ESQ. Chairman PENNSYLVANIA CIVIL )  
 ) Office of Attorney General  
9 SERVICE COMMISSION and JOHN DOE, )  
 )  
10 Defendant. )

11 - - -

12 Litigation Section

11 Deposition of CHARLENE KOLUPSKI

12 Friday, February 24, 2006

14           The deposition of CHARLENE KOLUPSKI, called as a  
15       witness by the plaintiff, pursuant to notice and the  
16       Federal Rules of Civil Procedure pertaining to the  
17       taking of depositions, taken before me, the  
18       undersigned, Eugene C. Forcier, Stenographer  
      Commissioner in and for the Commonwealth of  
      Pennsylvania, at the offices of the Office of Children  
      and Youth of the County of Erie, 154 West Ninth  
      Street, Erie, Pennsylvania 16501, commencing at 10:40  
      o'clock A.m., the day and date above set forth.

21                   COMPUTER-AIDED TRANSCRIPTION BY  
                    MORSE, GANTVERG & HODGE, INC.  
22                   ERIE, PENNSYLVANIA  
                    814-833-1799



1 Q And just for the court reporter's sake,  
2 remember, head shaking --

3 A Right.

4 Q -- is fine, but it always has to get to a  
5 yes or no eventually.

6 And it turns out there is also an  
7 additional list, and I am not indicating it is of  
8 lesser or greater importance, but concurrently there  
9 is a list of people who have not taken an examination,  
10 but have filled out a detailed application, that is  
11 then evaluated, and in those depositions we called it  
12 various things, but one of them is we began to refer  
13 to that as the intern list.

14 Are you aware the Civil Service Commission  
15 has a list of interns available for possible hiring by  
16 the county agencies, like OCY?

17 A I am aware that the Civil Service  
18 Commission was a student intern list.

19 It is for hiring as a student intern. That  
20 list is for hiring as a student intern.

21 Q Now, what do you know about how that list  
22 comes to exist; what -- what happens, so that  
23 particular -- now, the students to begin with, are  
24 college students; is that right?

25 A Correct.

1 then go to the Office of Children and Youth?

2 A We request that as a part of the  
3 information that we want to see from them, yes.

4 Q So, would it be correct that for each  
5 proposed intern who wants to come to OCY Erie, that  
6 there is a packet of materials that are completed by  
7 the student, and possibly other people have to do  
8 components, recommendations and so forth?

9 A Correct. Uh-huh. Yes.

10 Q And at some point, does all, or part of  
11 that packet go to the Civil Service Commission?

12 A I really am not certain of whether that  
13 gets to civil service, or if that's maintained in our  
14 offices, and available to them, if necessary.

15 Q Now, in our discussions, the depositions  
16 with some of the workers at Civil Service Commission,  
17 it does seem that at some point the Commission  
18 actually puts together lists of available interns.

19 A That's correct.

20 Q People who want to be?

21 A Uh-huh.

22 Q So, does it sound accurate to you, that at  
23 least some portions of these packets make it to civil  
24 service, so they can maintain these lists?

25 A Yes. They do need to complete a civil

1 service application, and specifically, I cannot tell  
2 you what they are required to attach, but there are  
3 things that they must attach to the civil service  
4 application.

5 Q Now, was I correct earlier, when I  
6 suggested, in a question, that mainly these are junior  
7 and senior level college students completing these  
8 packets?

9 A Yes. I believe civil service requires that  
10 they must minimally be a junior, in their educational  
11 program.

12 Q In your experience, do the majority of the  
13 students try to time this in their education, so that  
14 they are performing their internship in their senior  
15 year?

16 A That is the requirement of the school. It  
17 usually is the final part of their educational  
18 experience.

19 So that that occurs generally at the  
20 completion of their academic careers.

21 Usually, the final semester, or final year.

22 Q So, this activity, for the interns,  
23 generally, not always, but falls in the second  
24 semester, final semester of their senior year, if  
25 possible? Is that right?



1           A           We would then request a civil service list.

2           Q           What are the reasons that the agency would  
3 look first to the trainee intern group, and then  
4 secondarily, to the civil service list group?

5           A           The civil service student intern  
6 classification was created by civil service to recruit  
7 and retain qualified staff in child welfare, and  
8 mental health service; for our purposes, child  
9 welfare.

10                   That is the intent of the classification.

11                   It gives the agency -- and I believe they  
12 speak of this in their bulletins, it gives the agency  
13 the opportunity to see if these individuals are  
14 capable of doing the work, and it gives the individual  
15 the opportunity to determine if this is the type of  
16 work they would like to do.

17                   So that we have some experience with these  
18 individuals, some knowledge, and some sense of whether  
19 or not they can perform the job.

20                   Additionally, we have had them for  
21 975 hours, they have knowledge and experience of the  
22 agency, knowledge and experience of the type of  
23 services that need to be provided, the client  
24 population, et cetera.

25                   And they have actually been in a 975 hour



1 training period.

2           So that once they would be hired, they  
3 would be able to assume more responsibilities, more  
4 quickly, than someone that has not been a part of the  
5 organization for the last six-month period of time,  
6 and has not had that education, training, and  
7 on-the-job experience, and that is the intent of the  
8 program.

9           Q       If an individual, in this example, had  
10 taken the civil service exam, and had the requisite  
11 prior college training, had been a sociology, or  
12 social work major, that sort of thing, is there a  
13 track or option for someone like that to enter into  
14 the training program?

15          A       The student intern program?

16          Q       Yes.

17          A       Not to my knowledge.

18          Q       So, you haven't encountered an example of  
19 that happening?

20          A       Correct.

21          Q       On a practical level, the people who start  
22 out as caseworker 1's, are being paid slightly less  
23 than the caseworker 2's; is that right?

24          A       Right.

25          Q       And the caseworker 1's would typically be

1 to hire them, if possible, through appropriate civil  
2 service means.

3 Q And when interns weren't paid, at the end  
4 of the internship, if it was successful, back then,  
5 did they become caseworker 2's?

6 A At the time that I completed my internship,  
7 there were different civil service classifications.

8 Again, you would -- because there was no  
9 intern program through civil service, whether you did  
10 an internship or not, you had to take the civil  
11 service test.

12 I believe it was in 1988, that the Civil  
13 Service Commission created the student intern  
14 classification.

15 Q Do you know what caused the change at that  
16 point in 1988, in the development of the paid program?

17 A The -- again, I can give you my opinion.  
18 I don't know factual.

19 I mean --

20 Q What's your opinion, as to why that  
21 happened?

22 A My opinion is, and again, as -- I have  
23 worked through the system, child welfare has a high  
24 turnover rate, often times it is difficult to get  
25 qualified people who want to work in the field, and so

1 it was an attempt on the part of civil service to  
2 assist county agencies in recruitment, and retention,  
3 and I do believe their bulletin speaks to that piece  
4 of it.

5 And, that it sometimes, what would  
6 happen -- well, what would happen prior to the civil  
7 service classification, if an individual completed an  
8 internship, they would have to do a -- they would have  
9 to take the civil service test.

10 And, there, I believe, that there could  
11 have been times when they, the agencies -- and I am  
12 not -- I am talking generally, in Pennsylvania -- had  
13 interns that they wanted to hire, and because of  
14 numbers of people on the list, et cetera, and numbers  
15 of vacancies, they may not have been able to hire  
16 those people.

17 Q So if I understand correctly, it is your  
18 belief that approximately prior to 1988, you are not  
19 guaranteeing that date, that there was some time where  
20 students would complete an internship, but then have  
21 to take a competitive merit style civil service  
22 test --

23 A Correct.

24 Q -- and actually sit for an exam, just like  
25 everybody else, and fill it out?

1           A       We choose to pay our student interns.

2                   It is not a requirement of civil service,  
3 it's highly recommended.

4           Q       And to my understanding, that OCY does not  
5 pay these student interns, the CWEB student interns;  
6 is that correct?

7           A       That's correct.

8           Q       But you do pay the other interns, that you  
9 receive from other institutions?

10          A       Yes.

11          Q       And that's at the rate of \$9 an hour?

12          A       I believe it's \$9 an hour.

13          Q       And does that money -- if you know, does  
14 that funding or money come out of the OCY budget, or  
15 costs?

16          A       I believe so. If it's reimbursed for  
17 all -- as we are reimbursed for all salaries.

18          Q       Okay.

19                   So for example, Mercyhurst does not pay the  
20 \$9 an hour?

21          A       Correct.

22          Q       Are the student interns, that you hire, or  
23 have worked for you, are they here over and above your  
24 normal complement of caseworker positions?

25          A       Yes.



1 Q So, hypothetically, if you have  
2 20 caseworker positions, those are filled by, I am  
3 going to say, employees of OCY, and then the student  
4 interns are over and above those 20?

5 A Correct.

6 Q However many positions you would have?

7 A Correct.

8 Q So student interns are not hired in place  
9 of caseworker 1's, 2's, 3's?

10 A Correct.

11 Q If a student intern, during the course of  
12 an internship, is not performing satisfactorily, can  
13 you terminate that internship?

14 A Absolutely.

15 Q And have you done that?

16 A Absolutely.

17 Q Now, we talked about the student intern  
18 list, and just to make the record clear, the student  
19 intern list, from the civil service --

20 A Uh-huh.

21 Q -- that list is to fill, or hire student  
22 interns who are still in college, to come into your  
23 program?

24 A Correct.

25 Q Okay. That student intern list is not used

1 to hire caseworker 1's, 2's, et cetera?

2 A Right.

3 Q You have been asked questions about a  
4 series of individuals, and I am going to go back and  
5 fill in a little bit of information, if you have it.

6 A Okay.

7 Q Nicole Johnson?

8 A Yes.

9 Q Is she still employed?

10 A Yes, she is.

11 Q Christy Holden, you said she was a training  
12 supervisor?

13 A Yes.

14 Q Had she been a student intern, to your  
15 recollection?

16 A She was a student intern.

17 MS. LLOYD: I think that's all of the  
18 questions I have. Thank you.

19 EXAMINATION

20 BY MR. TAGGERT:

21 Q Follow up to that.

22 For the sake of this question, I'm assuming  
23 that interns, because of their lack of experience,  
24 just aren't as efficient as more experienced people.  
25 Is that a fair assumption?

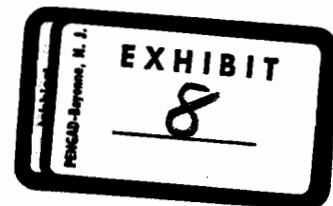
SCSC-91 PA STATE CIVIL SERVICE COMMISSION CERTIFICATION OF ELIGIBLE 09/24/2003 PAGE 01  
 REQUISITION NO. 0321 REQUESTED 09/24/03 09:54:20 CERTIFICATION NO. 12563  
 AGENCY 034 CLASS L0623 COUNTY CASEWORKER 1 (LOCAL GOVERNMENT)  
 CODE 11 - EMPLOYMENT CERTIFICATION PART TIME LIST  
 LOCATION 25 ERIE COUNTY 25 NO. OF POSITIONS 2  
 BUREAU Y725 SHIFT 1  
 USER: WELF0178 PART TIME POSITION SENIORITY UNIT LOWER CLASS

ERIE CO CHD WEL SER  
 154 W NINTH ST  
 ERIE

(PATRICE)

PA 16501

NAME / ADDRESS	SSN	TELEPHONE	VET	DATE	FER	AGENCY ACTION
REXFORD T	[REDACTED]	[REDACTED]			92.00	WJT
[REDACTED]	[REDACTED]	[REDACTED]				
BONCZAR J E	[REDACTED]	[REDACTED]			90.00	NR
[REDACTED]	[REDACTED]	[REDACTED]				
DABROWSKI K L	[REDACTED]	[REDACTED]			88.00	APT 11/10/03
[REDACTED]	[REDACTED]	[REDACTED]				
REYNOLDS C M	[REDACTED]	[REDACTED]			86.00	WTP
[REDACTED]	[REDACTED]	[REDACTED]				
PASQUARETTE C	[REDACTED]	[REDACTED]			85.00	PAV
[REDACTED]	[REDACTED]	[REDACTED]				
WARCHOL K	[REDACTED]	[REDACTED]			84.00	APT 12/24/03
[REDACTED]	[REDACTED]	[REDACTED]				
LARSON E D	[REDACTED]	[REDACTED]			83.00	NCL
[REDACTED]	[REDACTED]	[REDACTED]				
RACE M D	[REDACTED]	[REDACTED]			82.00	WJT
[REDACTED]	[REDACTED]	[REDACTED]				
GALLENSTEIN R D	[REDACTED]	[REDACTED]			82.00	NR
[REDACTED]	[REDACTED]	[REDACTED]				
ZAJKOWSKI L M	[REDACTED]	[REDACTED]			82.00	AV
[REDACTED]	[REDACTED]	[REDACTED]				
BARNES C A	[REDACTED]	[REDACTED]			79.00	WFD 05/01/04
[REDACTED]	[REDACTED]	[REDACTED]				
NOVAK C D	[REDACTED]	[REDACTED]			79.00	NR
[REDACTED]	[REDACTED]	[REDACTED]				



NAME / ADDRESS	SSN	TELEPHONE	VEI	DATE	PER	AGENCY	ACTION	PAGE	02
KIETA-BURLEY S L	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	90.00	NC			
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]					
WESTFALL T L	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	90.00	NC			
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]					
CAMMARATA C L	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	89.00	NC			
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]					
JAMIESON K M	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	87.00	NC			
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]					
MCCLOSKEY T J	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	86.00	NC			
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]					
SMITH K L	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	86.00	NC			
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]					
LANSINGER E F	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	86.00	NC			
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]					
FRANK R A	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	82.00	NC			
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]					

\*\*\*\*\* THIS CERTIFICATION EXPIRES ON 12/24/2003 \*\*\*\*\*

NAME: TELEPHONE: DATE SUBMITTED:

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SCSC-91 PA STATE CIVIL SERVICE COMMISSION CERTIFICATION OF ELIGIBLE 10/28/2003 PAGE 01  
 REQUISITION NO. 0325 REQUESTED 10/28/03 08:03:58 CERTIFICATION NO. 14204  
 AGENCY 034 CLASS L0624 COUNTY CASEWORKER 2 (LOCAL GOVERNMENT)  
 CODE 11 - EMPLOYMENT CERTIFICATION FULL-TIME LIST  
 LOCATION 25 ERIE COUNTY 25 NO. OF POSITIONS 2  
 BUREAU Y725 SHIFT 1  
 USER: BCHEDDAR SUBSTITUTE POSITION SENIORITY UNIT LOWER CLASS

ERIE CO CHD WEL SER  
 154 W NINTH ST  
 ERIE

(BC/BC )

PA 16501

NAME / ADDRESS	SSN	TELEPHONE	VET	DATE	FER	AGENCY ACTION
DOWS	D	[REDACTED]	V		101.00	NC
TROHOSKE	T M	[REDACTED]			92.00	NC
PAGE	A L	[REDACTED]			90.00	NC
CARIDEO	C M	[REDACTED]			90.00	NC
HIGHFIELD	C L	[REDACTED]			88.00	NC
DABROWSKI	K L	[REDACTED]			88.00	NC
KRAUSE	K A	[REDACTED]			81.00	NC
FISCHER	A L	[REDACTED]			69.00	NC
CATALANO	R A	[REDACTED]	V		103.00	NC
DAVIS	P D	[REDACTED]			89.00	NC
KURCSICS	R E	[REDACTED]			86.00	NC
GRAYSON	S D	[REDACTED]			86.00	NC



NAME / ADDRESS	SSN	TELEPHONE	VET	DATE	FER	AGENCY ACTION	PAGE 02
ALLEMANG M T	[REDACTED]	[REDACTED]			85.00	NC	
[REDACTED]	[REDACTED]	[REDACTED]					
FISHER T L	2 [REDACTED]	[REDACTED]			84.00	NC	
[REDACTED]	[REDACTED]	[REDACTED]					
VARDELL D O	[REDACTED]	[REDACTED]			84.00	NC	
[REDACTED]	[REDACTED]	[REDACTED]					
BEMIS D	[REDACTED]	[REDACTED]			83.00	NC	
[REDACTED]	[REDACTED]	[REDACTED]					
CARPENTER F T	[REDACTED]	[REDACTED]			83.00	NC	
[REDACTED]	[REDACTED]	[REDACTED]					
WEBER M L	[REDACTED]	[REDACTED]			81.00	NC	
[REDACTED]	[REDACTED]	[REDACTED]					
PHILLIPS J M	[REDACTED]	[REDACTED]			68.00	NC	
[REDACTED]	[REDACTED]	[REDACTED]					

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SCSC-91 PA STATE CIVIL SERVICE COMMISSION CERTIFICATION OF ELIGIBLE 10/29/2003 PAGE 01  
 REQUISITION NO. 0327 REQUESTED 10/29/03 09:49:09 CERTIFICATION NO. 14313  
 AGENCY 034 CLASS L0624 COUNTY CASEWORKER 2 (LOCAL GOVERNMENT)  
 CODE 11 - EMPLOYMENT CERTIFICATION PART TIME LIST  
 LOCATION 25 ERIE COUNTY 25 NO. OF POSITIONS 1  
 BUREAU Y725 SHIFT 1  
 USER: BCHEDDAR SUBSTITUTE POSITION SENIORITY UNIT LOWER CLASS

ERIE CO CHD WEL SER  
 154 W NINTH ST  
 ERIE

(BC/BC )

PA 16501

SENIORITY

NAME / ADDRESS	SSN	TELEPHONE	VET	DATE	FER AGENCY ACTION
TROHOSKE T M					92.00 APT 11/12/03
DABROWSKI K L					88.00 NR
GRAYSON S D					86.00 NCL
CARPENTER F T					83.00 NR
PHILLIPS J					68.00 NR

\*\*\*\* THIS CERTIFICATION EXPIRES ON 01/28/2004 \*\*\*\*

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